

Outlook

The University of Maryland Faculty and Staff Weekly Newspaper
Volume 12 Number 9 • October 28, 1997

U. Supporting You, page 3

Women and Gender
Transformation, page 5

Hello Dolley, page 8

Academy Calls for Global Look at Pressing Leadership Issues

Talk about leadership and nearly everyone will have an opinion. Trouble is, most people don't talk about it very much.

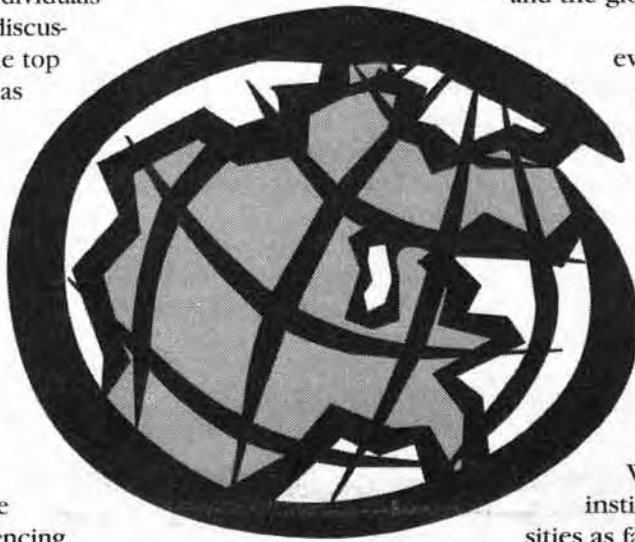
The Academy of Leadership wants to change that.

For one week, Nov. 2-8, the Academy has called on institutions and individuals around the world to move discussions about leadership to the top of their agenda. Designated as Global Leadership Week, organizers hope to raise global consciousness about the pressing issues in all walks of life that call for effective leadership and the need to develop leadership capacities in every individual.

"Our goal is to get ordinary people talking about what leadership means in their individual lives and the roles they can play in influencing the future of their group, organization, community or the world," says Nance Lucas, leadership week convener.

At Maryland, student organizations, administrative units and faculty groups are taking the

lead with forums, lectures, role-play theater and other activities designed to examine perceptions and attitudes about leadership in different settings. Topics range from women and minorities in leadership roles, to leadership in business and the military, to international politics and the global environment.



Nearly 70 events have registered for official inclusion on the Global Leadership Week calendar. Sponsors span the spectrum of academic and student units at the university and extend to Washington D.C., institutes and universities as far away as Taiwan and Uganda.

"We are really pleased with the enthusiastic reception of Global Leadership Week here at the

continued on page 7

Development of Exempt Pay Program Begins for Non-Faculty Employees

The University System of Maryland (USM) has begun the preliminary activities associated with the development of the Exempt Pay Program, which follows the implementation of the Non-Exempt Pay Program in July 1996. This exempt pay program covers all current regular and contractual classified-exempt, associate staff and academic administrator employees.

Chancellor Donald Langenberg, in a memorandum earlier this month to all USM exempt employees, described the objectives of the program as:

- A newly defined pay structure, corresponding pay policies and a human resources system for all USM institutions;
- competitive, market-based salaries relative to the respective job market;
- flexibility for each institution to respond to its particular job market; and
- a pay program that will be fair and objective, fiscally responsible and contribute to overall USM-institution effectiveness.

Langenberg says he is enthusiastic about the development of the pay program and believes that it will contribute greatly to the long-term success of USM. He cautions that "no employee will see a reduction in pay as a result of this program; nor do I expect many salary increases as a direct result of its initial implementation. However, the overall outcome should be positive for everyone."

Position Information Process

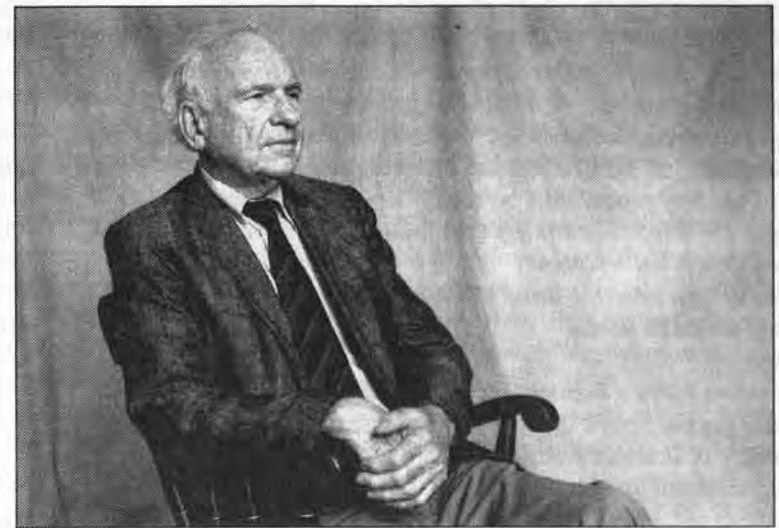
The development of the program will begin with the gathering of information on all exempt jobs within the USM. Last week, all campus regular and contractual exempt employees received a packet from Dale Anderson, director of Personnel Services, which described the campus process for gathering current exempt job information, and included the Position Information form.

"As we begin the development of the Exempt Pay Program, it is essential that we obtain current, relevant information regarding the duties and responsibilities of each of the exempt positions we have on campus," says Anderson. "The information we gather will become the basis for developing the pay program's structure."

Because the position information form serves as the mechanism for gathering this detailed information, Anderson says "full participation from all our exempt staff to ensure that we have a solid foundation before we begin building our program" is imperative.

Employees are asked to complete the first two pages of the position information form, which details the purpose of the job, the essential job duties and the supervisory and managerial responsibilities. As Langenberg notes, "This is

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Renowned historian James MacGregor Burns literally wrote the book on leadership. His philosophies on the subject provided the foundation for development of the Academy of Leadership.

MacGregor Burns Academy of Leadership Unveiled at Library of Congress

On Nov. 6, in the Great Hall of the Library of Congress, the university will unveil the James MacGregor Burns Academy of Leadership, named to honor the renowned historian and author who sparked a national passion for the study of leadership.

Burns' book, *Leadership*, published in 1978, paved the way for the organized, systematic study of leadership beyond idolized individuals. His philosophies provided the foundation for development of the university's academy upon the idea that there is leadership within every person.

"Jim is the intellectual and inspirational force behind our work," says Academy Director Georgia Sorenson. "We felt it altogether proper to name that work for the scholar who influenced us the most."

A senior scholar with the academy for the past five years, Burns has seen his theories turned into practice as the academy became a comprehensive academic enterprise. It is the only organization of its kind dedicated exclusively to leadership education, research and training for persons interested in public leadership.

A gala reception and dinner will provide the setting for prominent Washingtonians, key elected officials and members of the academic community to celebrate the academy's new name and expanded programs.

"We've always been a small group working to make a difference," says Sorenson. "We have now made a great leap forward; we have a lot of people working in a lot of different areas making our contributions much richer."

Join MacGregor Burns on Moonlight Walking Tour of FDR Memorial

Author of two award-winning biographies of President Franklin Delano Roosevelt, James MacGregor Burns will share his insights on one of America's most revered leaders during a moonlight stroll at the new FDR Memorial on Nov. 6. The tour begins at 10 p.m. following the renaming gala and is open to the public.

"verbatim"

A selection of recent comments in the media by and about the University of Maryland and its people.

"That is the problem," Clinton answered. I could not more vividly describe it . . . Your child will be in school before we get much of the changes that I would like to see happen," she said." (First Lady Hillary Rodham Clinton, responding to Maryland English Institute administrative assistant Paula Broglio's comments about her difficulties in paying for child care, as recounted in an Oct. 22 USA Today story on last week's White House Conference on Child Care)

"I ask, as you make your deliberations, that you balance the economic and environmental consequences very carefully," said Thomas A. Fretz, dean of the University of Maryland's College of Agriculture and Natural Resources. Fretz warned that a 4 percent dip in poultry production on the Shore could eliminate 1,000 jobs and cost the economy \$74 million." (Baltimore Sun, Oct. 18, in an article on testimony before a governor's commission examining a possible link between chicken manure-enriched runoff and Pfiesteria)

"Mr. James Lilley, a former U.S. ambassador to Beijing, noted that China was interested in symbols and pizzazz on this trip. 'He'll probably return in absolute triumph,' predicted Mr. Lilley, now director of the Institute of Global Chinese Affairs at the University of Maryland." (The Strait Times, Singapore, in an Oct. 17 story on Chinese President Jiang Zemin's upcoming trip to the U.S.)

"David Sicilia, an assistant professor of business and technology history at the University of Maryland, dates the emergence of a minutely segmented system of time to the beginning of the industrial revolution. The need to wring every last gobblet of productivity emerged when, instead of being paid for piecemeal in their homes, textile laborers began to collect hourly wages for work done in factories . . . When capitalists invested in textile machines, they had to keep them running constantly and to get as many yards of cloth as possible out of the workers." (Inc. magazine, in a Sept. 16 editorial on time and technology)

"Republicans have a very hard time distinguishing their antipathy for a department they don't like [the Department of Education] and a public commitment they say they have to improving education," said William Galston, professor of public affairs at the University of Maryland and a former Clinton advisor on education." (Los Angeles Times, Sept. 16, in "Debate Over National School Tests Offers Real-Life Lesson in Politics")

"It will take far more state money to attract the best faculty to UM schools, which is the key ingredient in raising the caliber of education on those campuses. It also will require a far greater state investment in technology and equipment to keep Maryland's public institutions on the cutting edge of research and entrepreneurial ventures." (From an Oct. 13 Baltimore Sun editorial on "Making higher education a priority")

"Scientists at the laboratory for coastal research at the University of Maryland in College Park have, for the first time, constructed a history of storm frequency and intensity from tide gauge data. . . What has changed is the average sea level. It has risen high enough so that storm surges that were relatively benign a century ago now reach high enough for the waves riding them to cause massive coastal erosion." (Christian Science Monitor, Sept. 30, in a story on "Rising Sea Level, Not Storm Intensity, Is Culprit in Erosion")

"I was not then a real White House reporter, just a fill-in, someone who followed him when no news was expected . . . My beat was called, ominously, the 'body watch.' After the assassination of John F. Kennedy in Dallas in 1963, it became a rule to have someone tag along. Air Force One has a door that allows for the turning radius of a casket and one wall holds hooks conveniently ready for a drip I.V." (Ted Gup, visiting professor in the College of Journalism, in a column on "Memories of the flying White House" in the Philadelphia Tribune, Sept. 19)

Caesar's Salad Days, Career and Legacy Are Fair Game for Debate during Latin Day

Latin lovers will unite on Nov. 4 (Election Day) to determine whether ancient Rome's most controversial electioneer and politician, Julius Caesar should receive the prestigious "After-Lifetime" achievement award. The lively debate is all part of the department of classics' annual Latin Day, this year taking place from 10:30 to noon in Tawes Theatre.

More than 1300 students from Maryland, D.C. and Virginia secondary schools are expected to attend the event, which this year focuses on the theme, "Elections and Politics in Ancient Rome." Classics chair and Latin Day coordinator Judith Hallett says the program will focus on the career and later legacy of Caesar.

Throughout October, participating students and teachers were asked to vote in a Roman-style election, says Hallett, "to determine whether or not Caesar deserves an award recognizing his political achievements *Sub Specie Aeternitatis*, for all eternity."

Participating schools were invited to prepare and submit on video two-minute speeches which argue either for or against granting this distinction to Caesar, says Hallett. The most outstanding of those videos will be chosen for the debate segment. Gov. Parris Glendening, a former Latin student and a Latin Day supporter, is providing a video with his argument—at least partly in Latin, Hallett hopes.

Begun in the late '70s, Latin Day consistently has been held for the past 10 years as part of a larger effort to encourage and support the study of Latin in the secondary schools of Maryland and metropolitan Washington, D.C. "Each year we try to offer an enjoyable glimpse of some aspect of ancient Roman culture, and to illustrate the influence of Latin and the ancient Romans on life in the United States today," says Hallett.

A banner contest will illustrate how Caesar's accomplishments have endured and been

commemorated in later Western history. Everything from Caesar salad and the Caesarean section method of infant delivery to the reform of the calendar and phrases such as "Veni, Vidi, Vici" are fair game in this contest.

During another segment of the program, (Roman) Senators will conduct a hearing that spotlights Caesar's questionable campaign finance practices as well as his other irregular and political activities.

Corrections

The correct phone number for more information about the "Chinese Minorities and Borderland Archives and Modern Chinese Historiography" symposium on Nov. 6-8 is 405-0213.

The Oct. 21 CUSS Words article should have identified the group as the Council for University System Staff.

office tips

First (Phone) Impressions Count

What's your phone etiquette IQ?

Answering phones at the university involves a bit more than picking up the receiver and belting out a hello, according to Campus Visitor Advocate Nick Kovalakides.

"The caller feels that the person who's answering the phone is the university. You're not just representing yourself or your department on the phone, you're representing those two as well as the university," Kovalakides says. "To the caller you have the responsibility to make it a pleasant experience."

Kovalakides, who directs the monthly "Fourth Friday for Frontliners" customer service workshops, has compiled several tips and helpful hints to assist university staff with making phone answering a positive experience for both callers and employees:

- Answer the phone within three rings
- Let the caller hear the smile on your face. Kovalakides suggests giving a greeting (good morning, good afternoon), followed by your office's name, your name and ending with a question like, 'How may I help you?' or 'How may I direct your call?'
- On every call, make an effort to speak slowly and distinctly, to ensure that the caller knows he/she has called the correct office. In a busy office, that doesn't always happen, Kovalakides realizes. "The problem I think we run into is that the person who usually answers the phone answers it every five minutes and gets into the situation where they say

it again and again, so it becomes rushed," he says. "The person who's calling is calling probably for the first time, so they need to hear the office greeting clearly."

- Once you know the caller's name, use it in the next few statements that you say.
- If the caller's name is difficult to pronounce, don't ask the caller how to spell it just so that you can pronounce it. Kovalakides suggests that you write it phonetically or ask "Would you please say your name again for me?"
- When you cannot accommodate a caller's request, be proactive. Don't wait for the caller to suggest alternative. Rather, offer alternatives and let the caller choose.
- When transferring a call to another office or department, stay on the line until the third party answers. Also give the number of the third party to the caller.
- Be sure that the caller knows that he/she can count on you again if things don't work out. Say, "If you need more help, be sure to get back to me," Kovalakides suggests.
- Before the caller hangs up, feel confident that you have met their needs.

The next "Fourth Friday for Frontliners" workshop takes place Dec. 6 at Memorial Chapel. For more information about the workshop, contact Kovalakides at 314-9866.

Outlook

UNIVERSITY OF MARYLAND Outlook is the weekly faculty-staff newspaper serving the College Park campus community. Vice President for University Advancement **Reld Crawford**, Director of University Relations **Roland King**, Editor **Jennifer Hawes**, Assistant Editor **Londa Scott**, Letters to the editor, story suggestions and campus information are welcome. Please submit all material two weeks before the Tuesday of publication. Send material to Editor, Outlook, 2101 Turner Hall, College Park, MD 20742. Telephone (301) 405-4629; e-mail outlook@umdacc.umd.edu; fax (301) 314-9344. Outlook can be found online at www.inform.umd.edu/outlook/

Maryland Supports You, Find Out How at the Employee Services Fair

If you didn't know it already, the message is now being sent in a loud, clear and fun way. The university truly cares about its employees and offers an extensive number of services for them.

On Friday, Oct. 31, you can sample many of those offerings at the Employee Services Fair, from 9 a.m. to 4 p.m. in the Colony Ballroom of the Stamp Student Union. More than 40 campus service units and other staff resource organizations will staff display tables. In addition there will be a variety of informative presentations.

Music, munchies and door prizes round out the fun at this free event which all employees are encouraged to attend. The 31st being Halloween, participants can expect some ghoulishly "spook-tacular" sights and sounds. And if you arrive in costume, you're in for an added treat.

The idea for such a fair all started over conversations begun at a meeting of the inforM Steering Committee, says allTs's Lida Larsen, one of the fair plan-

ners. Campus Minister Beth Platz had shared with the subcommittee her sense that employees needed to have access to more information and also needed to feel more a part of the campus community.

Originally, the steering committee considered using inforM systems to comprehensively catalogue information that would be of interest to employees. "We went from that to thinking about connecting employees to service units in a more personal way," Larsen says.

The more the group talked, the bigger the idea grew. "Eventually, it snowballed into this wonderful fair," says Linda Martin, of University Publications who also helped plan the fair. "People all over campus are really excited about this. [The service units and staff resource organizations] really want to be there," she adds.

Martin notes that many of the organizations will have computer hook-ups in order to demonstrate their web pages. She also says that fair planners

will be outfitted in matching t-shirts making them easily visible to employees who have questions.

Mary Posey, systems administrator with the Administrative Computer Center, also serves on what became known as the "Maryland Supports You" committee. She says the ultimate goal is to provide a mechanism to let employees know that they're important and give them a handle on all the personal services available to them all over campus. "There are many services that people don't know about," says Posey, such as cellular phones available at a discount to university employees.

Because of the enthusiasm generated across campus by this fair, most departments and service units are volunteering their time and providing in-kind support. More information about the fair can be found at the website:

www.inform.umd.edu/UA/fair

Throughout the day, the following half-hour presentations are being given: 10:30 a.m., Marvin Pyles discusses

"Computer Based Training: the New Frontier"

11 a.m., Deborah Mateik offers a comedy in one act: "Lost on the Computer SuperHighway"

11:30 a.m., Tom Ruggieri addresses "Handling Depression in the Holiday Season"

Noon, Roberta Coates discusses "Conflict in the Workplace"

12:30 p.m., Nancy Cimino offers "Insider Tips to the Employment Maze"

1 p.m., Ned Gaylin presents "Don't Do It Alone: Advantages of Family or Couple Therapy"

1:30 p.m., Jim Hamrick discusses "Safety and Security"

2 p.m., Dick Bosstick discusses

"Heading South: Information on Retirement"

2:30 p.m., Tom Heacock talks about "What's New in Wireless Communication for You"

3 p.m., Jean Spanarelli offers "Interviewing Tips and Tricks"

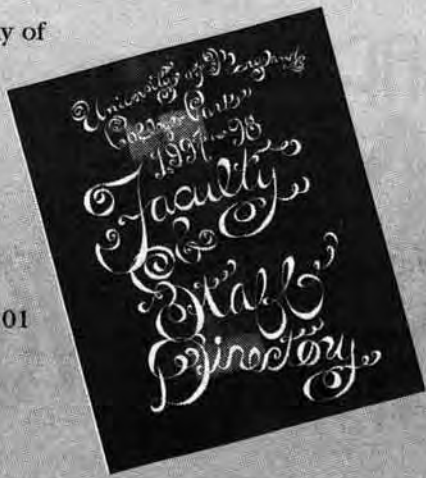
Faculty and Staff Directory Distribution

The 1997-1998 Faculty and Staff Directory will be distributed campus-wide, beginning Nov. 3. A list of distribution contacts is provided below for your information.

Academic/Administrative Distribution		(Ext.#)
Academic Affairs	Denise Neale	55252
Administrative Affairs	Cathy Nickle	51105
Agriculture	Carolyn Holstein	52012
Architecture	Ann Petrone	56283
Arts and Humanities	Joan Wood	52096
BSOS	Judy Cusick	51690
Bursar's Office	Yvette Nickerson	59005
Comptroller	Bettina Mattingly	52607
CMPS	Paulette Frazier	52322
Continuing Education	Toni Wright	56535
Education	Gail Mickie	52334
Engineering	Carol Prier	53869
HHP	Carol VanderVelden	52438
Human Relations Prog.	Cheryl Coates	52838
Intercollegiate Athletics	Joyce Taylor	47075
Journalism	Shirley Sisk	52383
Library Info. Sciences	Marilyn Williams	52035
Life Sciences	Millie Lindenberger	52071
Maryland Business School	Rosemary Wainscott	52308
Personnel	Pam Gilmer	55675
President's Office	Sapienza Barone	55790
Public Affairs	Julie Eynon	56330
Service Building	Carol Shreeve	57086
Speech Communication	Bonnie Waggoner	56519
Student Affairs	Linda Scovitch	48428
Telecommunications	Jane Stanley-Weibold	54434
University Advancement	Alyson Frederick	54615

Got a Change to Make for Next Year?

Life is full of changes, many of them reflected in the directory. Individual updates can be directed to: Personnel Services, 405-5675. Academic and administrative changes should be put in writing and mailed or faxed to: University Publications, 2101 Turner Building, Fax 314-9344.



American Studies Association Goes Public



The American Studies Association program cover features artwork by the Latin American Youth Center in Washington, DC. The conference takes place from Oct. 30 through Nov. 2

As America changes, so does the scope of American studies programs. The evolution of American studies is reflected in the upcoming American Studies Association annual conference lead by its president English professor Mary Helen Washington and supported by several other University of Maryland Faculty.

The ASA conference takes place from Oct. 30 through Nov. 2 in Washington, D.C., at the Hyatt Regency on Capitol Hill. The theme of this year's conference is "Going Public: Defining Public Culture(s) in the Americas."

The association, which studies all aspects of American culture, dates back to the 1950s and has had a close connection with the university, according to Washington. And through the years the organization has grown and branched out into studying all aspects of what defines America, including the study of Asian American, African American, Native American and Chicano American cultures, she says.

"[The ASA] has moved from just representing American Studies programs," Washington says. "It has become an organization which represents America defined in a much larger way."

The change, notes Washington, is apparent throughout this year's conference from the variety of panel discussions, the program cover art drawn by a Washington, D.C. youth group and even to the conference theme, "Going Public: Defining Public Culture(s) in the Americas."

"One of the interesting things about this is that America has been changed to Americas, to suggest or to include Latin America, the Caribbean. It's a redefining of America to add that little 's,'" Washington says, noting that the organization is trying to move away from the narrowly defined academic work to duties that are more public and reach out to communities outside of the academic realm.

Highlights of the three-day conference include the panel discussion "Prison for Profit: Crime Prevention or Social Control?" The chair of the panel is Kathryn Russell from the department of criminology and panelists include experts in the criminal justice field from around the country. Commentary for the discussion will be conducted by political activist and University of California, Santa Cruz professor Angela Davis.

Other highlights include the roundtable discussion "Contested Terrain: Political Uses of the Streets," as well as a dramatic presentation titled, "Reflections of a Black Deaf Woman."

Washington says that analyzing current events is an important aspect in American studies. "We see it on the nightly news as a spectacle, but behind that spectacle are all kinds of expressions of political thinking," she says. "What we do inside American studies and a conference like this has tremendous implications for the world outside of American studies. It's not confined to the academic world."

dateline maryland

october 28 - november 6

28 October

Computer Training

9 a.m. - noon "Intermediate FileMaker Pro (Macintosh) (day 1), TBA, 5-4261.*

Film Viewing

Hourly, 9 a.m. - close "Writer's Block: Disability on Campus," a 27-minute video drama highlighting some of the social obstacles and prejudices encountered by students with disabilities. Non-Print Media, 4210 Hornbake Library. 5-9236.

Training & Development Seminar

9 a.m.-noon "Desk Clutter Management," gives participants specific skills for paper management in order to set up an information management system that will eliminate clutter. 1101U Chesapeake Bldg. Reservations required, 5-5651.*

alTs Software Training

6-7:30 p.m. "Introduction to Web Surfing," 3330 Computer & Space Sciences Bldg. 5-2940.*

6-9 p.m. "Introduction to Sparc Station," 4352 Computer & Space Sciences Bldg. 5-2940.*

Book Sale

Asian-American Heritage Book Sale. Twenty percent off selected Asian-American titles in stock. Textbooks excluded. University Book Center. 4-BOOK.

In the Library

1-2:30 p.m. VICTOR/EBSCO classes teach the basics of how to use VICTOR, the on-line catalog and EBSCO, an index to journal articles. 3203 Hornbake Library. 5-9254.

Training & Development Seminar

1:30-4 p.m. "Americans with Disabilities Act," provides an update on ADA and its implications for serving individuals with disabilities on campus. 1101U Chesapeake Bldg. Reservations required. 5-5651.*

Lecture

4 p.m. "Atom Interferometry," Tycho Sleator, New York University. 1410 Physics Bldg. 5-5945.

Health

6-10 p.m. Learn adult CPR, plus obstructed airway removal techniques. Participants must register and pay in Room 2118 of the University Health Center. 4-8132.*

29 October

Training & Development Seminar

9 a.m. - noon "Writing PRD Expectations: A Workshop for Supervisors and Employees," is designed to be working sessions to assist supervisors and or work units develop PRD performance expectations. 1101U Chesapeake Bldg. Reservations required. 5-5651.*

Film Viewing

Hourly, 9 a.m. - close "Writer's Block: Disability on Campus," a 27-minute video drama highlighting some of the social obstacles and prejudices encountered by students with disabilities. Non-Print Media, 4210 Hornbake Library. 5-9236.

Event

10-4 p.m. Blood Drive, sponsored by Student Health Advisory Committee and the Washington Hospital Center. Tortuga Room, Stamp Student Union. Register in advance by calling Joanne Kinder at 314-8103.

Book Sale

Asian-American Heritage Book Sale. Twenty percent off selected Asian-American titles in stock. Textbooks excluded. University Book Center.

Lecture

Noon "Test-Takers' Rights and Responsibilities," William Schafer, Co-Chair, Test-Takers' Rights and

Responsibilities Working Group of the APA Joint Committee on Testing Practices. 0106-0114, Testing Room, Counseling Center, Shoemaker Bldg.

4 p.m.

Astronomy Colloquium, "Water Vapors in the Galaxy: Observations with the Infrared Space Observatory," Martin Harwit. 2400 Computer and Space Sciences Bldg.

7 p.m. "El Torpedo and Las Casaquillas: An Odyssey of the Mind," Alan Chimacoff, The Hillier Group. Architecture Auditorium. Architecture Bldg. 5-6284.

alTs Software Training

4-7 p.m. "Introduction Microsoft Excel," 3330 Computer & Space Sciences Bldg. 5-2940.*

6-9 p.m. "Introduction to WordPerfect Windows," 4404 Computer & Space Sciences Bldg. 5-2940.*

Forum

6-8 p.m. "Variable Visibilities Forum," groups discuss the need for complete viability for all students on campus. 0220 Jimenez Hall. 5-2853.

Health

6-10 p.m. Learn adult CPR, pediatric CPR, plus obstructed airway removal techniques. Participants must register and pay in Room 2118 of the University Health Center. 4-8132.*

ARTS & ENTERTAINMENT



"In a class by itself," according to the German newspaper Neue Westfälische, the world-renowned Budapest Strings will perform music by Mozart, Grieg, Schubert, Mendelssohn and Tchaikovsky at University College's Inn & Conference Center on Saturday, Nov. 8 at 8 p.m. A pre-concert seminar takes place at 6:30 p.m.

The Budapest Strings began its career as a septet formed by seniors at the Franz Liszt Music Academy in Budapest. From this, it developed into a 16-instrument ensemble playing the established orchestral repertoire with particular emphasis on the works of Hungarian composers. The Budapest Strings has since joined that group of long-established Hungarian ensembles which has attained the highest standards of professional excellence.

ence.

Tickets for The Budapest Strings are \$23 (\$9.50 for full time students with ID and children over seven, 10 percent discount for faculty staff and alumni, \$2.50 discount for senior citizens.

For more information, call 403-4240 or e-mail to consocmd@wam.umd.edu.

30 October

TOR, the online catalog and EBSCO, an index to journal articles. 4M100E McKeldin Library. 5-9254.

Film Viewing

Hourly, 9 a.m. - close "Writer's Block: Disability on Campus," a 27-minute video drama highlighting some of the social obstacles and prejudices encountered by students with disabilities. Non-Print Media, 4210 Hornbake Library. 5-9236.

Training & Development Seminar

9 a.m. - 4 p.m. "The Winning Supervisor," provides insight on how to succeed in the role of supervisor. 1101U Chesapeake Bldg. Reservations required. 5-5651.*

Computer Training

9 a.m. - noon "Intermediate FileMaker Pro (Macintosh) (day 2), TBA, 5-4261.*

Lecture

3:30 p.m. Meteorology Seminar: "Seasonal Prediction with Coupled Models," Jeffrey Anderson, Princeton University. 2400 Computer and Space Sciences Bldg. 5-5392.

4 p.m. "Transformations and Changes in Flight Test Instrumentation and Data 1940-1969," Frederick Suppe, philosophy dept. 1243 Zoology/Psychology Bldg.

In the Library

4-5:30 p.m. VICTOR/EBSCO classes teach the basics of how to use VIC-

31 October

Event

6-8 p.m. "Fall Native American Celebration," featuring an evening of Native American dancing, food and a discussion of harvest traditions. Multipurpose Room, St. Mary's Hall. 5-3320.

Health

6-10 p.m. Learn Adult CPR, plus obstructed airway removal techniques. Participants must register and pay in Room 2118 of the University Health Center. 4-8132.*

Book Sale

Asian-American Heritage Book Sale. Twenty percent off selected Asian-American titles in stock. Textbooks excluded. University Book Center. 4-BOOK.

Film Viewing

Hourly, 9 a.m. - close "Writer's Block: Disability on Campus," a 27-minute video drama highlighting some of the social obstacles and prejudices encountered by students with disabilities. Non-Print Media, 4210 Hornbake Library. 5-9236.

In the Union

"Save Our Streets Jam," student groups on campus, led by the Student Black Women's Council hosts children from William Wirt Middle School. Hoff Theatre, Stamp Student Union. 4-3285.

Lectures

2 p.m. First National Bank of Maryland Research Colloquia: "Optimal Financial Crises," Franklin Allen, Wharton. 1206 Van Munching Hall.



Music

3-5 p.m. "Mountain Fever (SPOOKY Mountain Bluegrass)," Atrium, Stamp Student Union. 4-7168.

2 November

Book Sale

Noon "Academic Press Bookfair," 20 percent off all Academic Press Books in stock, excluding textbooks. University Book Center, Stamp Student Union. 4-BOOK.

3 November

Book Sale

10 a.m. "Academic Press Bookfair," 20 percent off all Academic Press Books in stock, excluding textbooks. University Book Center, Stamp Student Union. 4-BOOK.

In the Library

1-2:30 p.m. VICTOR/EBSCO classes teach the basics of how to use VICTOR, the on-line catalog and EBSCO, an index to journal articles. 4M100E McKeldin Library. 5-9254.

Music

3 p.m. "Sing America." Celebrate 30 years of choral excellence with the Maryland Chorus. Memorial Chapel. 5-5568.*

aITs Software Training

6-9 p.m. "Introduction to Microsoft Word for Windows," Learn the market leading word processing package in the world today. Topics include setting up the document, entering and deleting text, multiple undo's and redo's, saving and retrieving files, file conversion to WordPerfect and other formats and vice versa, customizing fonts and sizes, customizing the toolbar, tool tips, pagination, spell checking, using help, editing using cut, copy and paste plus more. 3330 Computer & Space Sciences Bldg. 5-2940.*

6-9 p.m. "Intermediate HTML," picks up where the introductory class began by enhancing basic tags using attributes, designing and building tables to present information in a clear and concise manner, internal document links as time savers, custom background images, and the appropriate use of colors in text and backgrounds to brighten up your page. 4404 FTC Lab Computer & Space Sciences Bldg. 5-2940.*

4 November

Training & Development

9 a.m.-4 p.m. "Personnel Policies-Understanding the Maze," guides participants through the sometimes confusing maze of personnel policies, procedures and forms that they encounter in their daily work as department personnel coordinators. Registration required. 1101U Chesapeake Bldg. 5-5651.

Lecture

4 p.m. "Exploring the Solar System with Robots," David Lavery, Manager, Robotics Section, NASA Headquarters, 1410 Physics Bldg. 5-5945.

aITs Software Training

6-7:30 p.m. "Internet Technologies," Topics covered include the concepts of networks, what is the Internet?, transferring files between remote servers and your personal account or to your personal computer. You will apply in-class use of TCP/IP protocols like FTP using both Unix clients and third party software like Rapidfiler, WS_FTP, or Fetch to perform actual file transfers. Additional topics covered include understanding electronic discussion groups

(ListServ's) and differences from Newsgroups. Subscription and unsubscribe plus other concepts and commands will be covered. 4404 FTC Lab, Computer & Space Sciences Bldg. 5-2940.*

6-9 p.m. "Introduction to Windows 95," introduces the world's most popular operating system and how to use its desktop and file management system. Tasks covered include understanding desktop components, finding files, changing filenames, copying and moving files and more. 4404 FTC Lab, Computer & Space Sciences Bldg. 5-2940.*

Health

6-10 p.m. Learn adult CPR, plus obstructed airway removal techniques. Participants must register and pay in Room 2118 of the University Health Center. 4-8132.*

5 November

Training & Development

9 a.m. - noon "Writing PRD Expectations: A Workshop for Supervisors and Employees," is designed to be a working session to assist supervisors and or work units develop PRD performance expectations. 1101U Chesapeake Bldg. Reservations required. 5-5651.

Lectures

Noon MCB Seminar Series: "Cochlear Function and the Regulated Expression of Potassium Channels," Paul Fuchs, Johns Hopkins University Medical Center. 1208 Zoology/Psychology Bldg. 5-6991.

Noon, "An Introduction to the Enneagram," Donna Edgins, certified enneagram instructor, International Enneagram Association. 0106-0114, Testing Room, Counseling Center, Shoemaker Bldg.

4 p.m. Astronomy Colloquium Series, James Moran, Harvard University 2400 Computer & Space Sciences Bldg.

In the Library

4-5:30 p.m. VICTOR/EBSCO classes teach the basics of how to use VICTOR, the on-line catalog and EBSCO, an index to journal articles. 4M100E McKeldin Library. 5-9254.

6 November

Lecture

4 p.m. "High-Speed Aerodynamic Research at Maryland," John Anderson, Aerospace Engineering and CHPS. 1243 Zoology/Psychology Bldg.

Health

6-10 p.m. Learn adult CPR, plus obstructed airway removal techniques. Participants must register and pay in Room 2118 of the University Health Center. 4-8132.*

Calendar Guide

Calendar phone numbers listed as 4-xxxx or 5-xxxx stand for the prefix 314- or 405-. Events are free and open to the public unless noted by an asterisk (*).

All calendar information for Outlook is downloaded directly from inforM's master calendar, located on the Internet at www.inform.umd.edu.

Submissions to inforM can be made by e-mail to: calendar@umail.umd.edu. To reach the inforM calendar editors by phone, call 405-0825.

Listings highlighted in color have been designated as Diversity Year events by the Diversity Initiative Committee.

Women's Human Rights, Gender Identities Addressed

"In a world of democracy, what is democracy offering the world, regarding human rights?" Sonia Picado, Costa Rican ambassador to the United States, shared this thought as she addressed participants at the recent conference, "Transforming Knowledge for a Changing World," which focused on women and gender with a global perspective.

Keynote speaker Picado said, "The United States is still one leader of the world. When I was watching the campaign here, I was scared to realize how uncommitted to the world a lot of the people of the U.S. are. As a leader you have to take up power and you have to take up the challenge (of what) it means to be a leader. The world cannot afford a weak leader. And I think that is very important when it comes to women's issues and human rights."

Former vice-president of the Inter-American Court of Human Rights, Picado spoke of the two principles of human rights: universalism versus regionalism. By accepting regionalism, she said, one accepts the burning of women in India because of religion, or genital mutilation of women in Africa because of tradition. She said that "fighting for human rights to be universal is key within the world of human rights."

Picado, Latin America's first female jurist, strongly suggested a holistic approach to human rights. During the Cold War especially, she said, U.S. and European universities equated (human rights) with civil and political rights and liberties. Picado pointed out that social, economic and cultural rights are not visualized as human rights and that it is important for universities to change this belief because "universities have a multiplier effect on what we talk and discuss." She feels that it is necessary for institutions like universities to realize that "you cannot have civil and political rights without implementing the others."

Explaining the focus of the conference, Ellin Scholnick, assistant to the president on women's issues asserted in her welcome that, "The purpose of the scholarly discipline is to step back and examine the framework by which knowledge, change and reality are defined. A feminist perspective links the transformation of knowledge to political action to create economic justice and preserve human rights."

Extending from a three-year national initiative funded by the Ford Foundation, the women's studies department and the Curriculum Transformation Project developed this conference to explore issues such as the struggle for women's human rights; the intersection of nationalities, diasporas and gender identities; and women's cultural production internationally.

The conference culminated the three years worth of work which involved graduate and undergraduate seminars, faculty study groups, lecture series and summer institutes. Women's movements for social change, both locally and globally have been examined by the project, and professors have learned how to change their syllabi to incorporate issues of gender. Curriculum Transformation Chair Deborah Rosenfelt gave examples of course focus changes at the University of Maryland, College Park.

"An intro course in geography which discussed issues of development was completely redone to integrate a whole range of women's issues: cultural, political, economical." Other examples include a women's studies course that focussed on feminist psychoanalysis and is now called "Healing Women." Rosenfelt says, "It draws on a variety of cross-cultural analysis and has been completely transformed."

In a sociology course on women and development, there has been an integration of many more cultural materials. "It has moved from a solely economic focus to how women make decisions in different cultural locations, within families, for example," says Rosenfelt. "This course now explores how women's form of cultural activism resists their economic disempowerment."

Although about one-fifth of the attendees the first day were men, there were only three male presenters out of 26 and "very few men" the second day. "Our work is not only for women," Rosenfelt says. "Looking at the impact of gender and the way gender is constructed internationally," she says, "is important for both (genders)."

In trying to understand and explain the lack of male participation, Rosenfelt says, "For the first time it's been clear that women activists around the world are emerging as a force for global social change. There's an excitement about that and a sense of power and possibility. It may be that excitement is easier for women to share."

—VIRGINIA RODINO



Happy Halloween from the staff of Outlook!

Taylor Talks a Jazzy Life

You've seen him on CBS's "Sunday Morning" and heard him regularly on NPR. Now is your chance to see, hear and meet Billy Taylor, distinguished ambassador of the jazz community to the world-at-large, in person.

A guest of the Graduate School's Distinguished Lecturer Series, Taylor will discuss "My Life In Jazz" at 4:30 p.m., Oct. 30 in the Grand Ballroom of the Stamp Student Union.

Taylor, who has played with some of the great figures in jazz, has educated the public about the idiom he so loves. He has won the National Medal of Arts and two Peabody Awards for excellence in journalism. These prizes reflect his multifaceted life as a composer-performer and as a writer-broadcaster.

Taylor wrote one of the great songs of the '60s, "I Wish I Knew How it Would Feel to be Free," dealing with civil rights. And in 1949 he wrote his first book—an instructional manual for Bebop piano. His most recent book is *Jazz piano—a jazz history* (Wm. C. Brown Publishers).

The range and depth of Taylor's work in jazz has spawned many symphonic works for jazz piano. His "Theme and Variations" was commissioned by the Kennedy Center to be performed by the NSO under the direction of Leonard Slatkin.

Taylor, who can be seen regularly on the popular CBS program "Sunday Morning," is a contributing arts correspondent. He also serves as artistic adviser for jazz to the Kennedy Center. His radio series "Bill Taylor's Jazz at the Kennedy Center" can be heard on National Public Radio stations nationwide.



Development of Exempt Pay Program Begins

continued from page 1

your opportunity to provide input on your current day-to-day responsibilities."

Once this portion of the form has been completed and signed by the employee, the employee's direct supervisor will complete and sign the third and fourth pages. The department head will review and sign the form, and forward it to the Personnel Services Department, no later than Nov. 21 of this year.

Employees wishing to access the position information form on the web may do so at <http://umdacc.umd.edu/posn-info>. The employee portion of the form may be completed online and printed prior to submission to the supervisor. Employees also may request a WordPerfect 6.1/7.0 version of the form on diskette by calling the Personnel Services Compensation and Classification section at 301-405-5660.

Methodology for Developing the Structure

The USM has adopted a "pricing-ranking" methodology for assigning exempt jobs to salary ranges. Actual pay ranges will not be developed until there is a comprehensive catalogue identifying the depth and breadth of the institution's exempt positions (gathered from the position information forms).

The goal is to "price" as many jobs as possible against appropriate market data for a particular job. Where there is no market data for a particular job, it will be "ranked" against other jobs on a whole job comparison basis. There will

be three types of exempt job categories within the System:

USM-Standard: these professional level jobs are commonly used at more than one USM institution. For example, accountants and budget analysts fit into this category. Generally, the USM-Standard jobs are those that are currently categorized as classified-exempt. These jobs will be reviewed and slotted by a USM committee of classification "subject matter experts."

• **Institution-Specific:** these professional level jobs are unique to a specific institution, and will include many of the university's current associate staff employees. These jobs will be reviewed and slotted by the institution based on a review of all positions.

• **Managerial:** these professional jobs possess wide-ranging duties and responsibilities and, because of business need and organizational structure, are

considered unique to the institution. As such, this category will be reviewed and slotted by the institution. Examples of jobs that fit into this category are assistant director, director and assistant vice president. This category will be comprised of many of the university's associate staff and most of its academic administrators.

Surveys from higher education and general industry will be used to determine competitive market rates for a particu-

lar institution. For pricing purposes, the University of Maryland, College Park will use a combination of Carnegie Class I and other national market data for comparison to its institution-specific and managerial jobs. For the USM-Standard positions, the university will use predominantly regional market data, though for some jobs it may be appropriate to use national market data.

The chart, centered left, is a sample of some surveys that may be used for the job pricing phase of the Exempt Pay Program development.

The Personnel Services Department is committed to providing effective, timely information to employees as the development of the Exempt Pay Program progresses. Please watch *Outlook*, as well as the campus FYI network, for regular updates. An Exempt Pay Program newsletter will be developed and mailed to affected employees on a regular basis.

For more information on the development of the Exempt Pay Program, please call the Personnel Services Department Pay Program Hotline at 301-405-7575, or the Compensation and Classification section at 301-405-5660. In addition, employees may direct e-mail inquiries to pay-plan@umdacc.umd.edu.

—CAROLYN TRIMBLE

SURVEY	MARKET	COMMENTS
College and University Personnel Association (CUPA)	Higher Education, national and regional. Carnegie class comparisons for managerial positions.	Applies to some institution-specific positions only; mostly managerial.
Watson Wyatt Geographic Report of Supervisory/Management Compensation	Wide array of geographic subsets, national and regional.	Supervisory/management, in the institution-specific and managerial categories.
Watson Wyatt Geographic Report on Professional and Scientific Compensation	Wide array of geographic subsets, national and regional.	Professional and technical, in the institution-specific and managerial categories.
William Mercer Information Technology Salary Survey	Higher education and industry employers, both private and public sector. National and regional.	Information technology positions, all categories.
Executive Compensation Survey (ECS)	Regional	Professional and scientific; middle and top management.
Chesapeake Human Resources	Major Baltimore/DC metropolitan area employers. All industry mix. Regional.	Comprehensive mix of education, services, and health care. Includes non-profit and private. Applies mostly to USM-Standard positions.
HR Association for the National Capital Area (HRA)	Major Baltimore/DC metropolitan area employers. All industry mix. Regional.	Comprehensive mix of education, services, and health care. Includes non-profit and private. Applies mostly to USM-Standard positions.

Academy Calls for Global Look at Pressing Leadership Issues

continued from page 1

university," says Lucas. "We have programs sponsored by groups from all quarters, from the police department to the arts. It really brings home the point that everyone is involved with and affected by leadership issues."

Most events are free and open to the public. A complete schedule is available by calling 301-405-5751 or visiting the academy's web site at <http://civicsource.org>. Some of the highlight events of the week are outlined below.

Global Leadership Week Opening Ceremony

The official kickoff event, set for 3 p.m. Nov. 3 in Memorial Chapel, emphasizes the global dimensions of the week. The director of the United Nations University International Leadership Academy will be on hand along with legislative leaders from the U.S. Congress and the British Parliament examining changing roles in increasingly global societies.

Maxine Waters, chair of the Congressional Black Caucus and Bernie Grant, chair of the Parliamentary Black Caucus in the House of Commons, will engage in frank dialogue on leadership challenges and strategies as viewed from opposite sides of the Atlantic. Organized by the university's African

American Leadership Program, this presentation marks the first public exchange between members of these two legislative bodies and will include perspectives from their vantage point as black leaders in the world's two greatest democracies. The discussion will be co-moderated by former Congressman Walter Fauntroy and Academy Senior Scholar Ronald Walters.

Leadership in Theory and Practice

The past, present and future of leadership studies converge during a one-day conference Nov. 5 celebrating the approaching 20th anniversary of the book that started it all. "Leadership at 20" will feature "20-something" college students looking to their future roles as leaders together with scholars who have advanced the area of leadership studies from the theories introduced by James MacGregor Burns in his 1978 ground breaking book, *Leadership*.

Burns, a Pulitzer Prize-winning presidential biographer, is considered the preeminent thinker in leadership theory. He has served as a senior scholar with the Academy of Leadership for the past five years.

The conference will feature students and scholars from the academy and the Jepson School of Leadership Studies at the University of Richmond examining

current leadership issues and practices in relation to Burns' theories. Lorraine Matusak, author of the book *Finding Your Voice*, will keynote the morning program.

An evening session, beginning at 7 p.m., will focus on the application of leadership theory to practice with examples from the current political scene. Panel participants include Burns along with Ronald Heifetz, director of the Leadership Education Project at Harvard's Kennedy School of Government and nationally recognized political scientists and authors Barbara Kellerman and Ronald Walters.

The evening program is open to the public in the Grand Ballroom Lounge, Stamp Student Union. Registration is required for the daytime conference. Call 301-405-5751.

Other Key Events

Moises Naim, editor, *Foreign Policy Magazine*, discusses "Leadership and Globalization: The New Requirements," a look at how technology and the shrinking globe is changing interactions between people who lead and people who follow. The Nov. 3 lecture is set for 10 a.m. in the Atrium of the Stamp Student Union. Naim is a former executive director of the World Bank and served as senior associate with the Carnegie Endowment for International

Peace.

The College Park Scholars High Table Dinner, an intellectual exchange between students and a noted scholar, will feature Harriet Mayor Fulbright, executive director of the President's Committee on the Arts & Humanities and president of the Fulbright International Center. The Nov. 3 invitation-only dinner is a joint event of the College Park Scholars-International Studies and Public Leadership Programs.

On Nov. 4, Charles Bartlett, a former nationally syndicated columnist who covered Washington's political scene for more than 30 years, delivers his talk, "Presidential Leadership: Will the Ways of the Past Suffice for the Future." The 4 p.m. event, in the Stamp Student Union's Grand Ballroom Lounge, features his recollections of 10 post-war presidents and examines concerns about how the office is evolving.

The dynamics of privilege and oppression will be explored in a program called "Theatre Games for Transforming Leadership" on Nov. 7. Interactive, open-ended dramatic presentations will call on the audience to become the actors in a "rehearsal" for social change. The public is invited to become part of the spontaneous productions from noon to 6 p.m. in the Macke Room, Stamp Student Union.

Global Leadership Week Calendar of Events

The following is a sampling of Global Leadership Week events. Due to space limitations, only a portion of the entire calendar could be printed. For the complete calendar, please visit the Academy of Leadership's website at <http://civicsource.org>.

Monday, Nov. 3

Coffee and Conversation: Meet Returning Student Leaders
12 - 2 p.m., 2nd floor, Shoemaker Hall

Global Leadership Week Opening Ceremony
Keynote Address: The Honorable Maxine Waters, U.S. House of Representatives & Chair, Congressional Black Caucus, and the Honourable Bernie Grant, M. P., House of Commons & Chair, Parliamentary Black Caucus, UK
3 p.m. - 5 p.m., Memorial Chapel

Using Cross-Cultural Dimensions and Cultural Metaphors in Marketing and Advertising
3:30 - 5 p.m., 2146 Stamp Student Union

Dynamic Discussion of Leadership
4 p.m., 2205 Lefrak Hall

Global Leadership Week Reception
5 p.m. - 6 p.m., Nyumburu Cultural Center

Tuesday, Nov. 4

Karnival: Globalized Programming
11 a.m. - 3 p.m., Tortuga Room, Stamp Student Union

Brown Bag Series: Discussion of Leadership and the Media Through the Recent Deaths of Princess Diana and Mother Teresa

11:30 a.m. - 1 p.m., 1143 Stamp Student Union

Presidential Leadership: Will the Ways of the Past Suffice for the Future? Featuring: Charles Bartlett, Director of the Jefferson Foundation; Publisher, Washington Focus Newsletter
4 - 5 p.m., Grand Ballroom Lounge, Stamp Student Union

Model United Nations Association Student Simulation
4 - 6 p.m., 1120 Susquehanna Hall
Sponsored by the Maryland Model United Nations Association

Leadership Skills in Corporate America
4 p.m., 0103 Francis Scott Key Hall

"Star Power": An Interactive Leadership Activity
5 p.m., 1137 Stamp Student Union

Wednesday, Nov. 5

Leadership at 20: Commemorating the 20th Anniversary of James MacGregor Burns' *Leadership* (by registration — call 301/405-5751)
8:30 a.m. - 5 p.m., Stamp Student Union

Telecommunications in the 21st Century
2 - 3 p.m., 0106 Patuxent Building

Denmark, the Nordic Countries, and the European Union
Presented by Jorgen Grunnet, Minister Counselor, Royal Danish Embassy
4 p.m., The Parents Association Gallery, Stamp Student Union

Global Leadership and Human Freedom: A Gandhian Perspective
5 p.m., 1143 Stamp Student Union

Leadership At 20 Panel: Transforming Leadership Studies and Practices (open to the public)
7 p.m., Colony Ballroom, Stamp Student Union
Panelists: James MacGregor Burns, author, *Leadership*; Ronald Heifetz, author, *Leadership Without Easy Answers*; Barbara Kellerman, author, *Leadership: Multidisciplinary Perspectives*; Ronald W. Walters, author, *Black Presidential Politics in America: A Strategic Approach*

Open Classroom (BMGT 765): Business Strategy, Management Practice and Economic Performance
7 - 9:40 p.m., 1314 Van Munching Hall

Leadership in the Business World
7 p.m., 2108 Tydings Hall

Leadership and the Future of the Arts at the University of Maryland
5 - 6:30 p.m., 1117 Susquehanna Hall

Thursday, Nov. 6

Military Leadership into the 21st Century
Presented by Colonel Peter Sutton, Commander 11th Wing, Bolling Air Force Base
7 - 7:30 a.m., 0135 Reckord Armory

Air Force Officer Career Day
7:30 - 10 a.m., Reckord Armory Gymnasium Floor

Communication's Contributions to the Study of Leadership: A Future Focus Featuring: Patricia Witherspoon, Professor of Speech Communication, University of Texas at Austin

4 - 5 p.m., 0104 Skinner Building

Diversity in Leadership Styles: Qualities of a Good Leader from Students' Cultural Perspectives
4:30 - 6 p.m., 1101 Hornbake Library

Challenge to the Caribbean: Globalization with a Human Face
Symposium Keynote Address by Maryse Condé, award winning author of *The Last of the African Kings* and *Tree of Life*
7:15 p.m., 2203 Art-Sociology Building

Friday, Nov. 7

Challenge to the Caribbean: Globalization with a Human Face
Symposium
8:15 a.m. - 4 p.m., 1140 Plant Sciences Building
4:30 - 5:30 p.m., Reception, St. Mary's Hall Multi-Purpose Room

Privilege, Oppression, & Awareness: Theatre Games for Transforming Leadership (by registration, open to undergraduate students — Call 301/405-5751)
12 - 6 p.m., Macke Room, Stamp Student Union

Contributions to Global Leadership Knowledge: A Closing Reception
3:30 - 4:30 p.m., Van Munching Hall Atrium

Saturday, Nov. 8

Feed the Need Community Service Opportunity
10 a.m., Elkton Hall Lounge

Maryland Leadership Conference: Where the World Unites (by registration — Call 301/314-7169 for information)
Nov. 8 & 9, Camp Friendship, MD

ADDITIONAL EVENTS

Authority & Citizenship: Leadership and Participation in the 21st Century
A Group Relations Conference (by registration — Call 301/405-8123)
Oct. 31 - Nov. 2, Francis Scott Key Hall

Leadership: A Display of Selected Resources
Nov. 1 - Dec. 31, McKeldin Library
Sponsored by McKeldin Library

Open Classroom: Negotiating as a Global Leadership Skill
Nov. 10, 3 p.m., 4th floor, Hornbake Library, Room T

Governing Cities in Sub-Saharan Africa: Case Studies from Dar es Salaam and Johannesburg
Nov. 12, 2:30 - 4 p.m., Nyumburu Cultural Center

Open Classroom: Using the National Archives for Global Research
Guest Speaker: Dr. John M. Newman, Jr., National Archives
Nov. 17, 3 p.m., 4th floor, Hornbake Library, room T

GLOBAL EVENTS

Globalization and the Role of Citizens and Governments
Nov. 2 - 6, The Washington Plaza, Washington, D. C.
Sponsored by the Institute of International Education

Institute of International Business Leadership Seminars and Conferences
Nov. 2 - 8, National Dong Hwa University, Hualien, Taiwan
Sponsored by the National Dong Hwa University.

Maryland Spotlight

Holly Shulman Assures Dolley Madison's Legacy is Not Overlooked

Holly Shulman has quite a history with history.

As a child she poured over dozens of the Little Orange Biography books which detailed the childhoods of great Americans. "When I was in third grade, I would read all of those books, then I went on to read the Landmark biographies," Shulman recalls. "I've always loved history."

Shulman continues to cultivate her fondness in history as co-editor and researcher of two upcoming books, as well as associate director of College Park Scholars' Science, Technology and Society Program.

A graduate of the University of Maryland with a Ph.D in U.S. history, Shulman as a graduate student at Columbia University began to delve into the lives of presidential first ladies when she wrote her thesis paper about the history of Eleanor Roosevelt. However, when it came to writing and researching for her dissertation, she decided to change the scope of her studies and chose the subject of international broadcasting and propaganda.

While always interested in the history of politicians and their politics, it wasn't until Shulman was asked to write a popular history on the presidents for an National Geographic CD-ROM that she rekindled her curiosity in the historical lives of America's first ladies.

During Shulman's research, one first lady in particular captured her attention: Dolley Madison, the wife of fourth president James Madison. According to Shulman, Madison tends to be the first lady who has made a substantial impact, but is overlooked by biographers and historians.

"If you want to understand the institutions of the first lady and the questions of ceremony, look at Dolley Madison," Shulman says. "She's a powerful woman, but she doesn't speak to our consciousness and our self-awareness as women today."

Shulman's currently working with David Mattern on *The Correspondence of Dolley Madison*, to be published by the University of Virginia Press. She's also had two articles published regarding First Lady Madison in American National Biography and American First Ladies: A Biographical Encyclopedia.

In researching for *The Correspondence of Dolley Madison*, Shulman and Mattern are documenting more than 2,000 letters of the Madisons. While the book will contain about 300 of the correspondences, the two plan to release an accompanying CD-ROM containing the full library of letters.

"Dolley Madison has a wonderful

voice and we should listen to her," Shulman says.

When Shulman speaks about Madison's life, it's speckled with a wealth of stories and anecdotes about the memorable first lady. While Dolley was considered outgoing and social, her husband was quiet and shy.

"I feel like I'm getting to know her," Shulman says. "I feel like she's a very opaque person and I have some of my own questions that I'll probably never know [the answers to]."

Although a first lady in the 1800s, Madison's legacy continues to have an impact on the first ladies of today, Shulman says. "Dolley Madison set the mold of what a first lady should do and could do and Eleanor Roosevelt broke it. Hillary Clinton today is caught between these two



History buff Holly Shulman, above, says Dolley Madison, wife of the fourth president, James Madison, made a substantial impact as first lady, but is often overlooked by biographers.



models."

Although the times have changed, what hasn't changed is the scrutiny that first ladies receive from their public. "First ladies become lightning rods for their husbands," Shulman says. "But that's the part of being the queen. That's a part of being in the ceremonial spotlight."

Shulman is also in the midst of co-editing *The Eleanor Roosevelt Encyclopedia* with university journalism professor Maurine Beasley.

"The reason I want to study history is more like psychoanalysis," she says. "The more we understand who we are, the better we can function."

—LONDA SCOTT

FOR YOUR INTEREST

Circle of Sisters

The Counseling Center is offering a therapy/support group for African American women students. The group (comprised of 6 to 8 women) provides an opportunity for Black women students to explore issues of concern to them in a safe, empathic and psychologically empowering setting. Common issues and themes include building positive self esteem, dealing with isolation, stress and emotional overload, being black on a predominately white campus, intimacy and relationship concerns, and a host of other issues.

Two groups are available: Wednesdays, 6 to 7:30 p.m. and Thursdays, 3:30 to 5 p.m. Please contact Dr. Sharon Kirkland for more information at 314-7670.

Architecture Lecture

"Design Guidance," the third in the Fall lecture series at the School of Architecture takes place Wednesday, Oct. 29 at 7 p.m. in the Architecture Auditorium.

Alan Chimacoff presents the lecture. Chimacoff joined the Hiller



Alan Chimacoff

Group of Princeton, NJ in 1986 as director of design. He has also been appointed Kea Distinguished Professor for the 1997-98 academic year at the School of Architecture. In addition to delivering a public lecture, Chimacoff will participate in reviews of thesis projects and workshops in the Comprehensive Studio.

Looking Globally

"Who's Afraid of the Global State?" is the topic of an upcoming lecture by Yael Tamir, department of philosophy, Tel Aviv University.

The lecture takes place Oct. 30 at 4 p.m. in Room 1113 Van Munching Hall.

The lecture is sponsored by the Institute for Philosophy and Public Policy and is part of its 20th anniversary lecture series.

The Phone's for You

The Department of Communications & Business Services has



arranged for cellular telephone vendors to be available to demonstrate, answer questions and sign-up University of Maryland faculty, staff and students with special rates available to the university community. Contact Tom Heacock on 301-405-4409, theacock@mercury.umd.edu with any questions.

All shows will be at Patuxent Building, Room 0106 except Oct. 31, 9 a.m. to 4 p.m., in the Colony Ballroom, Stamp Student Union. The following is the list of dates and times to meet with the vendors:

Tuesday, Oct. 28, 10 a.m. to 2 p.m.
Friday, Oct. 31, 9 a.m. to 4 p.m. (Colony Ballroom, Stamp Student Union)
Tuesday, Nov. 4, noon to 4 p.m.
Tuesday, Nov. 11, noon to 4 p.m.
Tuesday, Dec. 2, 10 a.m. to 2 p.m.
Tuesday, Dec. 9, 10 a.m. to 2 p.m.
Tuesday, Dec. 16, 10 a.m. to 2 p.m.
Thursday, Dec. 18, 10 a.m. to 2 p.m.

Hear the Author

Hear critically acclaimed author and 1994 Maryland graduate Patti Kim read and discuss her new book, *A Cab Called Reliable*.

The event takes place Wednesday, Nov. 5 at 7 p.m., University Book Center, Stamp Student Union, Lower Level.

For more information, call 314-BOOK.